

MONDAY, AUGUST 3, 2020 7:00 P.M.
BOARD OF ALDERMEN
MINUTES

MAYOR MIKE WILCOX

ALDERMAN PAUL ROETTGER

ALDERMAN AARON NAUMAN

ALDERMAN LISA CAPSHAW CUSHING

ALDERMAN BERRY LANE

ALDERMAN MIKE BAUGUS

ALDERMAN JOHN SCHUSTER

CITY ATTORNEY, ALLISON SCIME
CITY ADMINISTRATOR, BEN DECLUE
DEPUTY CITY CLERK, JOANNE CARR

MEETING CALLED TO ORDER

The meeting was called to order at 7:00 PM by Mayor Wilcox

The August 3, 2020, Board of Aldermen Meeting was conducted via videoconference.

ROLL CALL

Present: Alderman Roettger, Alderman Lane, Alderman Lisa Capshaw Cushing
Alderman Nauman, Alderman Baugus, Alderman Schuster

Absent: Alderman Roettger

Present: Dan Lawrence, Finance Director; Police Chief Jeff Beaton, Terry Jones, Superintendent of Public Works,

APPROVAL OF TENTATIVE AGENDA

Mayor Wilcox asked if there were any changes or corrections to the Agenda for the August 3, 2020 meeting. Alderman Schuster moved approval of the agenda for the August 3, 2020 meeting. Alderman Lane seconded the motion which was unanimously approved

APPROVAL OF THE MINUTES FROM JULY 20, 2020 MEETING

Mayor Wilcox asked if there were any changes or corrections to the Board minutes from July 20, 2020. Alderman Lane moved approval of the minutes from July 20, 2020 as submitted. Alderman Schuster seconded the motion, which was unanimously approved.

CITIZEN COMMENTS

No emails

DISCUSSION: MANCHESTER ROAD PROJECT UPDATE

Ryan Percy, Project Engineer, MoDOT
Terry Jones, Superintendent of Public Works

Mr. Percy reported that the Manchester Road project would be a substantial pavement and ADA project which will include the area of Manchester Rd. between Big Bend Blvd. to Lindbergh Blvd. and a second project from Lindbergh to Hwy. 270. Mr. Percy stated that the projects related to a Statewide program which included a Federal promise to contribute as long as the projects would be complying by 2027 and incorporated ADA routes which would be brought up to current Federal standards. Mr. Percy stated that MoDOT was trying to address projects by 2025, trying to work through from conception to design. Mr. Percy stated that awarding of the project was delayed by a few months due to COVID which should go out by February 2021, adding that the project will ramp up at that time.

Mayor Wilcox asked how the ADA requirements work into the road project.

Mr. Percy stated that the sidewalk portion of the project included updated ADA designs adding that areas where the shoulder was raised were not up to Federal standards. Mr. Percy stated that there was an earlier timeline set for driveways, the sidewalks would be 6' from the curbing and there would be a 3' tree buffer adding that the Federal government only required a 48" buffer noting that MoDOT's standards were higher than Federal guidelines.

Alderman Roettger arrived.

Mayor Wilcox asked about the starting point of the project and what was the timeline for the project.

Mr. Percy stated that the project would be a 2-season project, generally under construction at night to minimize the traffic issues on Manchester Rd adding that COVID may turn the project into daytime project as well. Mr. Percy stated that the project will start at various locations and eventually meet up adding that he did not know how the contractors would proceed specifically. Mr. Percy stated that once the project began, the contractors would know the specific. Mr. Percy stated that there would never be two driveways closed at any businesses on Manchester Rd. adding that owners would be notified in advance about any closures. Mr. Percy noted that the hardest part of the project would be the drainage changes and ADA updates adding that one of the biggest areas would be near Hanley Road where two bridges will be replaced. Mr. Percy also noted that an increase in work would relate to the local school schedules to reduce delays.

Mayor Wilcox thanked Mr. Percy for his report.

Mr. Jones thanked Mr. Percy for attending the meeting and advised Mr. Percy that Glendale and St. Louis County had an ongoing project on Berry Road. Mr. Jones asked Mr. Percy if MoDOT had an informational link related to their project which Glendale could use to keep residents updated via social media throughout the MoDOT project similar to the link currently in place for the Berry Rd. project. Mr. Percy stated that Mr. Jones could sign up at the MoDOT website for media blasts which could be posted to social media sites. Mr. Percy stated he would assist with pinpointing the Glendale area to share with the community.

Mr. Jones also asked if he was anticipating any utility cuts through the Glendale area.

Mr. Percy stated that he was not sure but would get a better update for Mr. Jones adding that MoDOT did as much design work and planning early on as was possible before the project began. Mr. Percy stated that there were a few drainage areas in Kirkwood and would find out about Glendale. Mr. Percy added that when trying to relocate utilities, everything would be done in advance of the project adding that when trying to relocate, unforeseen problems occur and hoped that would not be the case with this project in Glendale.

Lastly, Mr. Jones asked if there a contact link which municipalities could use for quick communication. Mr. Percy advised that Mr. Jones could use his contact information along with the MoDOT web page where a physical report could be made, allowing for a tangible item to be directed to the proper department. Mr. Percy added that both forms of communication was acceptable noting that Mr. Percy regularly checked the website mapping.

Mr. Percy noted that since July things had been difficult for MoDOT due to reduced work hours and reduced income sharing adding that MoDOT was doing its best to prioritize programs regardless of the additional delays related to the share program.

Mayor Wilcox noted that the magnitude of the project would affect all the residents and left an open invitation with Mr. Percy to visit City Hall at any time to update the community. Mayor Wilcox also noted that there would be growing pains as projects go but was excited about getting it started, adding that everyone would enjoy the enhancements the project would bring to Glendale.

DISCUSSION/PRESENTATION: DANIEL AND HENRY INSURANCE BROKERAGE SERVICES

Present on Zoom Call: Jill Newman

Mr. DeClue included Daniel and Henry Co. presentation in the packet which is attached.

Mr. DeClue introduced Ms. Newman to the Board, reminded the Board that D & H managed the SLAIT program and added that it would make sense to synergize the City's health with Daniel and Henry Co due to their management of the SLAIT health pool. Mr. DeClue also noted that generally, the City Administrator changed insurance brokers when seen as necessary but decided to bring the discussion to the Board of Aldermen to be sure everyone agreed with a possible change.

Mayor Wilcox asked how long it took the City of Crestwood to get in the pool and wanted to make sure employees would be protected.

Ms. Newman stated that it took Crestwood three years. Ms. Newman added that D & H would have claim information which would allow for analysis of the true risk and could discuss the plan design. Ms. Newman stated that co-pay may need to be increased for emergency room visits, and through education, steer employees towards ways to save money including education about drug plans, etc., as ways to control claim costs to reduce loss ratios. Ms. Newman stated that the goal was to minimize the SLAIT pool, keeping rates down as well as employer/employee

premiums and determine strategies to control costs. Ms. Newman stated that catastrophic events could not be controlled but added there were other ways to control costs as listed above.

Alderman Nauman noted that there were a number of different factors and certain averages needed for boarding time and asked if 3 years was reasonable for Glendale.

Ms. Newman stated that some cities joined in 2, 3, or 4 years, adding that it does vary, and it could be sooner than 3 years noting that a 90% loss ratio was the general benchmark. Ms. Newman noted that education and modifications that are not cost prohibitive for employees was the goal adding that part of their service would be to make design recommendations.

Alderman Nauman agreed that was the goal and added that the Board was analyzing the program for all parties. Alderman Nauman stated it would be helpful in negotiating to get to know D & H better.

Ms. Newman reported that D & H was a full service broker helping with compliance issues and communication issues with employees adding that D & H were given the gold-platinum service representatives from insurance companies and always able to assist with the resolution of claim issues and enrollment issues including employee education meetings. Ms. Newman stated that they were especially appreciative of the feedback given from employers and employees in all matters including Medical, Life, and Disability coverages along with FHA and FRA programs, etc. Ms. Newman stated that D & H was an exclusive Assurex Global Partner, as the one independent broker in a market of many larger firms. Ms. Newman this partnership allowed access to a team of lawyers to assist with the ACA regulations including interpretations and changes on an ongoing basis. Ms. Newman stated that D & H also had access to an employee navigator, HRIS system which would centralize employee information, reduce paperwork, enhance benefit administration, and assist with open enrollment.

It was asked if Cigna was automatically integrated into the system.

Ms. Newman stated that there would be a low cost to do enrollment but there could be discussion about it.

Ms. Newman stated to Mr. DeClue that during the month of September, there was a need to determine which direction to proceed adding that there was 90-day timeline to prepare plus 1 month for gathering information for renewal: 1 month for gathering data for review, 1 month for negotiations, 1 month for employee meetings and 1 month to finalize renewal.

Mayor Wilcox asked what would be necessary to move forward.

Mr. DeClue stated that a Broker of Record letter would be prepared and once it was signed, the City could begin working with D & H.

Alderman Schuster and Alderman Lane, both agreed that Mr. DeClue should move forward with the change.

Alderman Nauman asked if there was anything outstanding with the current broker.

Mr. DeClue stated that there was nothing outstanding except for the receipt of the Broker of Record letter.

Mayor Wilcox noted that Caravus was aware that the City was speaking with Daniel & Henry Co. because D & H managed the SLAIT program.

Alderman Roettger stated that Caravus had always promoted ways in which to reduce the City's loss ratio adding that switching to D & H would be no magic bullet but agreed with the change.

Mr. DeClue stated there would be an ease in transition but understood Alderman Roettger's point of view. Mr. DeClue added that the City's program was being monitored adding that this was the right time to go.

Alderman Roettger stated that the move was not a surprise and understood that the program design would help with employee education and how families would be integrated and liked the hands-on approach by D & H for design. Alderman Roettger noted that it was clear that there was no option without cost distribution with employees, adding that Caravus had told the Board earlier to make changes and was not their fault the City did not make changes.

Alderman Nauman agreed with Alderman Roettger

Alderman Baugus agreed with the change.

Mayor Wilcox thanked Ms. Newman for her time and her report.

ORDINANCE FOR SECOND READING AND FINAL APPROVAL

B13-20 AN ORDINANCE APPROVING AN INTERGOVERNMENTAL AGREEMENT WITH THE CITY OF KIRKWOOD, MISSOURI, FOR THE PROVIDING OF POLICE, EMERGENCY MEDICAL SERVICE (EMS) AND FIRE DISPATCHING SERVICES AND AMBULANCE SERVICE AND AUTHORIZING THE EXECUTION OF SAID AGREEMENT ON BEHALF OF THE CITY OF GLENDALE, MISSOURI

Alderman Nauman moved approval of the second reading of Ordinance B13-20.

Alderman Schuster seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue stated that the Board had been talking about the possibility of consolidation over the last 10 years. Mr. DeClue reported that the Kirkwood service would include three on-duty dispatchers throughout the week except between the hours of 2 am to 6 am, when there would be two dispatchers on duty. Mr. DeClue stated that the Kirkwood ambulance service was a substantial upgrade and was a not-for-profit which followed the City's mission. Mr. DeClue also

stated that the service was better aligned with our fire department. Mr. DeClue noted that staffing could realize \$100,000 in savings which could be redistributed for other needs. Mr. DeClue stated that there would be a transition committee formed to plan for a smooth and seamless move into the Kirkwood program adding that their model would be good to work with.

Alderman Nauman recognized Mr. DeClue's efforts in negotiating with employees adding that all that the City had asked for was included in the contract with Kirkwood. Alderman Nauman also noted that Kirkwood had been patient with getting everything together adding that it would be a cultural fit with Kirkwood. Alderman Nauman stated that the committee would not have supported the contract if it were thought that the services would not be the same or better and recommended as the committee chairperson that the City move forward with this agreement.

Mayor Wilcox asked if there were any additional questions or discussions and there were none.

Mayor Wilcox asked Mr. DeClue to read the Ordinance by caption only

There being no additional discussion or questions, Mayor Wilcox called for a final reading of Ordinance B13-20.

Alderman Schuster moved approval for the final reading of Resolution B13-20. Alderman Lane seconded the motion.

Mayor Wilcox asked Mr. DeClue to read Ordinance B13-20 by caption only.

There being no additional discussion or questions, Mayor Wilcox called for a vote on Ordinance B13-20.

Aye: Alderman Roettger, Alderman Lane, Alderman Capshaw Cushing, Alderman Nauman, Alderman Baugus, Alderman Schuster

Nay: None

Ordinance B13-20 was approved.

ORDINANCE REQUIRING FIRST READING

B14-20 AN ORDINANCE OF THE CITY OF GLENDALE, MISSOURI TO ESTABLISH A PROCEDURE TO DISCLOSE POTENTIAL CONFLICTS OF INTEREST AND SUBSTANTIAL INTERESTS FOR CERTAIN MUNICIPAL OFFICIALS

Alderman Baugus moved approval of the first reading of Ordinance B14-20. Alderman Lane seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue stated that according to State statute, municipalities must determine whether to conform to the detailed personal financial disclosure requirements spelled out in the statutes or adopt its own rules for disclosing conflicts of interest. Mr. DeClue noted that the state statute sets out certain minimum requirements for a local conflict of interest disclosure ordinance. Mr. DeClue stated that this ordinance must be adopted at least every other year, noting that the Missouri Municipal League recommended annual adoption, which the City of Glendale has done now for a number of years.

There being no additional discussion or questions, Mayor Wilcox called for a vote on the first reading of Ordinance B14-20 which was unanimously approved.

Mayor Wilcox asked Mr. DeClue to read the Ordinance by caption only.

The Ordinance was tabled for the next meeting.

REPORTS

Ben DeClue

Mr. DeClue reported that he was happy to bring back the Public Works employees back from furlough adding that the administrative staff was back to regular hours, 5 days a week.

Mr. DeClue stated that he hoped there would be no need to make a change due to COVID-19 which was on the rise again in the county adding that the possibility of a shutdown might be the only remedy if COVID continues to increase.

Joanne Carr

None

Alderman Roettger

None

Alderman Baugus

None

Alderman Lane

Alderman Lane asked Mr. DeClue to give a brief report about the relief money given to St. Louis County and Dr. Page at the next meeting, noting where the money had been spent and where it will be spent. Mr. DeClue stated that Glendale had received \$500 which represented that amount of money spent by Glendale on PPE. Mr. DeClue stated he would address the information through the Municipal League and report back to the Board.

Alderman Capshaw Cushing

Alderman Cushing questioned what constituted information reported to the Board.

Mayor Wilcox stated that any information which the Aldermen would like to share with the Board would be acceptable.

Alderman Cushing stated that Mr. Jones did a great job, sharing information about the streets program which allowed discussion and follow-up with an Edwin resident about the state of Glendale's streets adding that Mr. Jones was a wonderful teacher and also followed up with the resident about concerns. Alderman Cushing also stated that there was a meeting with two residents from Glenkirk, a private street, regarding pavement needs and directed the residents to Mr. Jones. Mr. Jones and two residents met on Wednesday. Alderman Cushing noted that she would be taking notes and appreciated that great job Mr. Jones did explaining why the city could not assist the residents on the private street but explained what options there could be to piggyback with other projects.

Alderman Nauman

Alderman Nauman reported that the dispatch study was a group effort thanked the entire committee for their efforts.

Alderman Schuster

Alderman Schuster recognized Alderman Nauman for his leadership and research for the dispatch study and appreciated his efforts along with Mayor Wilcox and Mr. DeClue's efforts in putting something in writing.

Jim Hetlage

None

Mayor Wilcox

Mr. Jones reported that a resident wanted reimbursement for potholes which were fixed on the street near his driveway, adding that the resident hired a company that had done work on his driveway to fix the potholes on the street. Mr. Jones noted that employees had been furloughed in the public works department and advised the resident that the City was not going to pay for the work. Mr. Jones stated that the resident called the Mayor for reimbursement, adding that he wanted to see the bill but had not received it as yet. Mr. Jones stated that he was uncomfortable with a resident contracting work which should be the city's job adding that the liability aspect as well as the quality aspect were concerns.

Alderman Schuster noted that it could be a dangerous precedent adding that there would be a concern that residents may hire contractors to fix city owned property if this were allowed.

Alderman Cushing stated that this may open a situation where other residents may take it upon themselves to repair the roadway. Alderman Cushing stated that she would work Mr. Jones and Mr. DeClue as the resident lives on Willow Oak.

Alderman Roettger thanked Alderman Cushing for taking it on and added that he could use an education regarding private streets.

Mayor Wilcox thanked Mr. DeClue and Ms. Lacy for putting together the food trucks adding that there was very positive feedback through social media and added that it was a huge success. Mayor Wilcox added that the brochures produced for the Friday food trucks have been amazing.

Alderman Nauman agreed that the Friday food truck event had been successful and appreciated that the next few weeks were set and would be a fun experience. Alderman Nauman asked if the event could be carried over through September adding that his corporate office often had food trucks deeper into the year adding that with the increase in walkers it would nice to extend the program through September.

Mr. DeClue stated that they were going to take this on a month to month basis through the end of August to see how it would be received adding that Twisted Tacos was scheduled for next Friday.

Alderman Lane stated that it made sense to continue the program through September.

Mayor Wilcox suggested inviting Pi Pizza noting that it would be a nice preview adding that this was a good substitute for Jazziest and the Ice Cream Social which were cancelled.

Mr. DeClue stated that if everyone were agreeable, it would be extended through September adding that Truck Norris had been invited to participate.

ADJOURNMENT

Alderman Nauman moved to adjourn the meeting, seconded by Alderman Baugus. The motion was unanimously approved.

These minutes are approved as amended this 17 August 2020.

Joanne Carr
Deputy City Clerk